



# **Navy's Personnel Strategy**

## **How Research/Analysis Helps Us and What More is Needed**

**RADM Henry - N13**



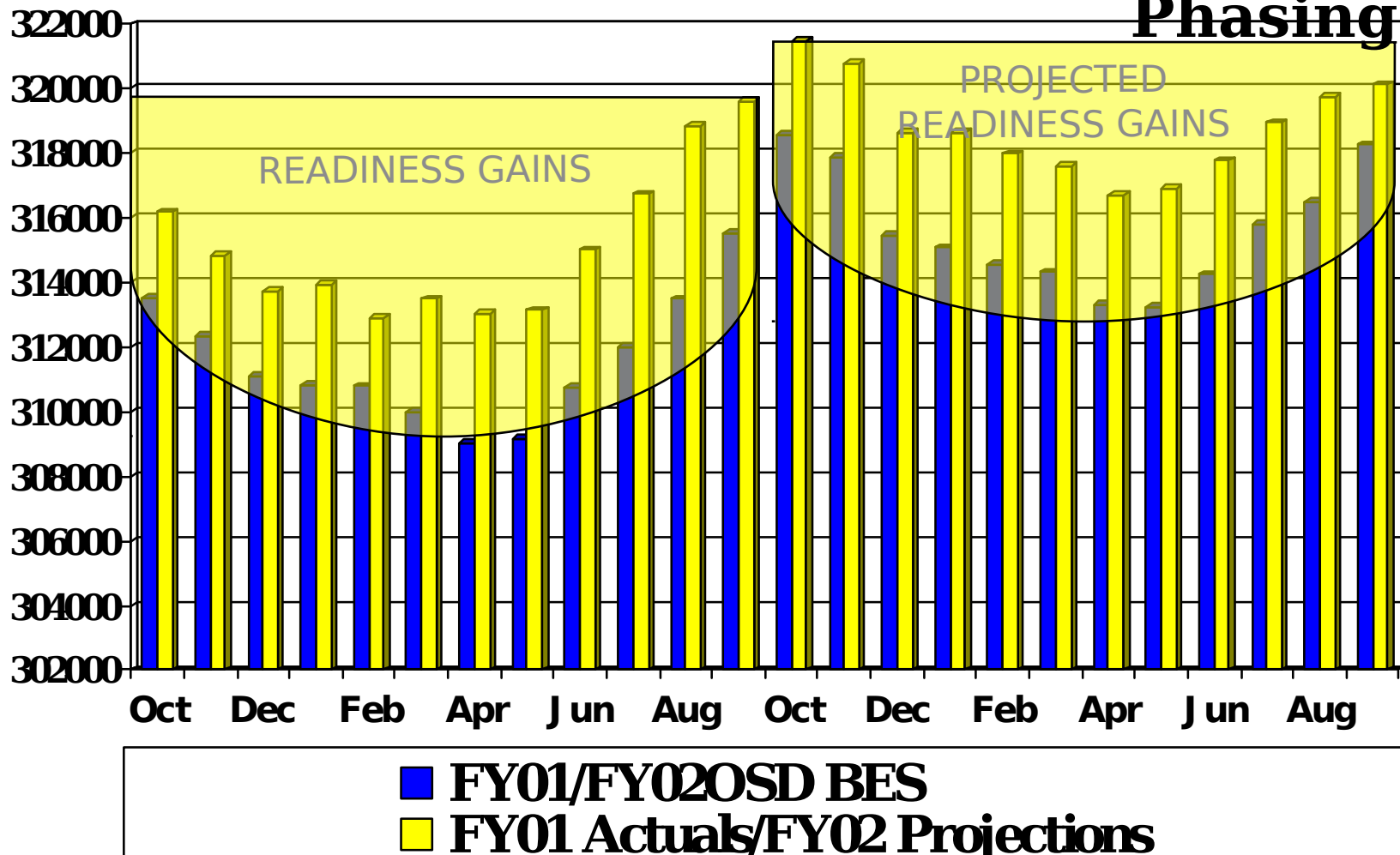
# Outline

- Overview of Enlisted Personnel Strategy
- Ongoing Analyses and Research
- Requirements for Further Analysis/Research



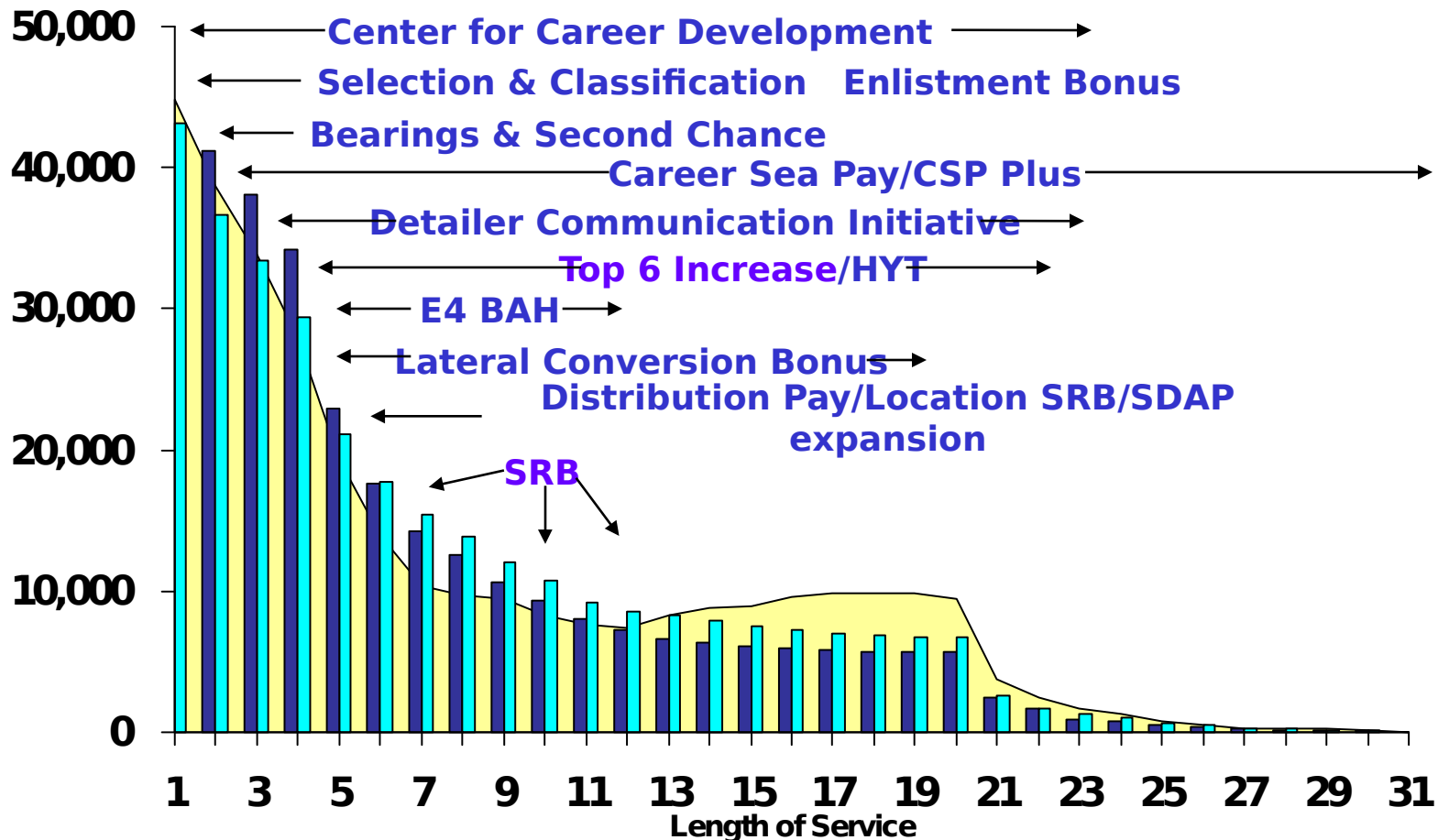
# Strategy to Fill the “Bathtub”

## FY01/FY02 Enlisted Strength Phasing





# Policies Supporting the Strategy



FY01

Steady State (Projected)

Steady State (Objective Force)



# Ongoing Analyses

- Women-at-sea model
- Officer community studies (HR/IP, SWO model, bonus evaluation studies, officer laterals, etc.)
- ITEMPO model (cost estimating, forecasting)
- Distribution Incentive Management system (to guide LSRB, Distribution Incentive Pay)
- Return-on-Investment analysis (to ensure cost-effective decisions and policies)
- Retention and Attrition studies



# Ongoing Research

- RMS/PerSMART (historical MP data warehouse, new retention and attrition measures)
- Officer Loss modeling and OCM tools
- Enlisted Strength modeling and ECM tools
- Compensation and Retention modeling



# Where Do We Need More Help?

- “Behavioral” Analysis
  - Analysis/research on recruiting, retention (loss), distribution behavior
  - Understand/quantify factors affecting behavior
- ROI Analysis
  - Evaluate/justify cost-effectiveness of programs/policies
  - Quantify readiness impacts and QOL factors
- More Resources devoted to Research, Analysis and IT support
  - Loss of in-house personnel, increased demand for analysis
  - Shortage of funding for quick turnaround studies